

1. Set Goals

- Goals could include
- **Staff retention Acknowledgement of good work -Increased sales.**
- **Increased Performance**
- **Productivity improvement**

2. Target key performance areas

- Target different aspects of the way the job is done on a cyclical basis so that all performance areas progress.

3. Use points not dollars

- Cash incentives have a limited impact on performance. People do not tend to translate points to dollars, points simply become a highly valued commodity.

4. Support value accumulation

- The figure you can afford to spend on this activity each month may be constrained by your budget or margins, but improvements in outputs should be flowing through to increasing profitability. Ideally people who are performing well should receive something tangible every 2 -3 months to maintain enthusiasm. This can also be done in the form of a bonus point at which a reward is achieved, but points can continue to accumulate.

5. Individual reward selection

- Different people are motivated by different things and have varying needs and wants. Allowing people to choose their own rewards is the most powerful of motivations.

6. Select an incentive supplier

- eRewards programs provide a broad range of rewards. The eRewards selection incorporates not only a wide range of relaxing and challenging experiences, but also a wide variety of merchandise.

7. Stress relievers

- Your top performers will be working under some stress to achieve great outcomes. It is ideal to reward these people with active or relaxing experiences that will reduce stress and that take account of personal circumstances and desires.

8. Reward Families

- For top performers who have families, there is often an impact on the family caused by the time requirements to achieve at a high level. Rewards that allow families quality time together will build the loyalty of the family to the business and help to offset some of the resentment caused by a demanding job.

9. Integrity

- You must honour your commitment to the programme even when times might be a little tough. If you do not, the programme could work against achieving the goals you originally intended for it. This means making sure reward presentation events are scheduled and rewards are obtained and presented in a timely manner. It also means allocating a budget line for this expense so that you are prepared to cope with the cost even when seasonal or other fluctuations occur in the profitability of the business.

10. Action

- Before you embark on a staff incentive programme email info@erewards.co.nz or fill out the contact form and we will be in touch to discuss your specific requirement.